



GLEBE YOUTH SERVICE INC.

ANNUAL REPORT 2011-2012

*Supporting and advocating for young people
in the Glebe community since 1988.*



GLEBE YOUTH SERVICE ANNUAL REPORT 2011-12

CREDITS

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Young people playing safe in Glebe

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Glebe Youth Service Inc. acknowledges the traditional owners of this land, the Gadigal people of the Eora Nation. We pay respect to Elders past and present.

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ABOUT GLEBE YOUTH SERVICE

OUR VISION

To support and advocate for young people connected with the Glebe community to achieve their full potential.

OUR PURPOSE

To develop in young people a sense of dignity and personal responsibility to achieve their goals and contribute to their community.

OUR STRATEGIC PRIORITIES

- ◆ Adopt a service orientation that focuses on education, employment or vocational outcomes for young people;
- ◆ Market our services to our partners, funders, policy makers and sponsors;
- ◆ Develop a framework that recognises that issues faced by our staff and address them in a systematic and sustainable way;
- ◆ Develop alternative revenue streams to drive and support growth;
- ◆ Develop strong and mutually beneficial relationships with our stakeholders;
- ◆ Define and market our target client group by engaging our stakeholders through consultations.

WE DELIVER...

- ◆ Opportunities for young people to engage with the community;

- ◆ An accessible place for young people to come and where they feel safe;
- ◆ A drop-in service for any young person in our community; and
- ◆ Access to case management to assist young people to deal with a variety of life issues.

We do this openly and honestly – being sensitive to cultural differences, remaining calm and positive, and never passing judgment.

IN PRACTICE

Glebe Youth Service (GYS) is primarily funded by the NSW Department of Family and Community Services (formerly DoCS) and the City of Sydney, with a number of other small grants and fundraising received.

GYS runs a range of programs and activities for young people aged 12-24 years-old who live, work or play in the Glebe area.

While the primary target group for our programs are the young people living within the Glebe Estate, a Housing NSW area that covers most of the lower half of Glebe, GYS is open to all young people connected to the area.

For young people living in the Glebe Estate, a range of issues are faced including poverty, family breakdown, mental illness, alcohol and drug use, chronic school refusal and poor literacy leading to unemployment.

The majority of young people who use the service are Indigenous, with the attendant disadvantages of poor health, educational issues, over-representation within the legal system and other factors of social disadvantage.



CHAIRPERSON'S REPORT

To develop in young people a sense of dignity and personal responsibility to achieve their goals and contribute positively to their community. That is the purpose of GYS; a purpose that remains constant after an extensive strategic planning process that was finalised in 2011-12.

When I look back over the last twelve months, I can see that this purpose is being realised in the lives of individual young people who access GYS. From young people who have completed their School Certificate to young people who are transitioning into employment. We also realise that basic needs must be met before a person, young or older, can realise their ambitions. To this end, the youth workers at GYS have advocated and secured safe accommodation for young people, and provided them with nutritious meals. We have also taught these living skills to young people.

With this purpose in mind, much time in 2011-12 has been spent on developing a strategic plan and corresponding business plan for GYS that will be a 'living document', rather than an expensive collection of words that will sit on the shelf and collect dust. With funding from the NSW Department of Family and Community Services (FaCs), GYS engaged independent consultants, Zakumi Consulting to guide what was, for this organisation, a new process.

We asked ourselves: what is the service doing successfully? Where do we want to see the organisation in 5 or even 10 years? How can the plans be flexible enough to account for the fact that we are a small service with multiple demands on our limited resources? What do young people want and need from GYS? With the success of the Glebe Education Pathways Project, a multi-partnership designed to re-engage young people in school, and staff reporting that young people wanted assistance with entering the workforce, a main priority

identified was to develop a focus on creating employment and education pathways for young people that build upon their interests and talents, while maintaining our commitment to building trust and rapport through engagement activities like Drop-In and After Dark.

We also identified priorities that will sustain and build the capacity of GYS – from locating alternative revenues streams through to developing strong and mutually beneficial partnerships. I commend the staff on the multiple partnerships, both new and existing, that have been developed and consolidated this year, from GYS' ongoing partnership with City of Sydney through to new partnerships with Oasis Youth Support and Reconnect. No doubt 2012-13 will bring more partnerships that will increase the capacity of GYS and enable us to deliver programs and activities that are responsive to young people and in line with our priorities.

I thank everyone involved and believe that the Committee, staff, clients and the broader Glebe community have breathed life into a strategic plan that reflects the interconnected priorities of all these groups. We look forward to advancing the strategic priorities in 2012-13.

The Committee has also been responding to staff needs and looking at how we can support staff in their often challenging positions. To this end, we have created comprehensive policies and procedures, with a focus on ensuring the safety of young people and staff. We have also allocated additional funds to training and supervision to facilitate professional development. On a different note, the Committee has been negotiating the complex transition from the SACS to SCHADS Award, in light of the recent equal pay decision. We will continue to navigate this pathway in the following year and like many voluntary Committees with community sector workers, we celebrate this win.



CHAIRPERSON'S REPORT

We also thank and celebrate GYS' continuing relationship with our main funders: the NSW Department of Family and Community Services (FaCS) and City of Sydney. We have now been streamed into the Early Intervention and Prevention Program (EIPP) by FaCS. While this program has many merits, GYS believes the focus on working with young people aged 12-18-years-old misses the opportunities that come with working with clients aged 18-24-years-old. Through our casework, we know this is a time when young people are entering a more settled period of their adolescence and positive life changes can be made. GYS will continue to work with FaCs and peak bodies such as the Youth Action and Policy Association to ensure this age group does not fall through the service delivery gaps.

Earlier this year, we also secured the continuation of funding for the After Dark program from City of Sydney until December 2014. These funds are vital to sustaining the GYS service model of engaging young people before transitioning them into casework and Pathways. We are proud of After Dark and the recent evaluation, which found that anti-social behaviour and crime had decreased in Glebe. We believe the program was a contributing factor to this outcome. I wish to thank City of Sydney staff and Councillors, in particular Lord Mayor, Clover Moore.

I stepped into this role after our long-standing Chair, Sven Knutsen, resigned after nearly two decades of service to GYS. I wish to thank our Treasurer, Hilary Chesworth and Committee members: Rosalind Hecker, Roelef Smilde and Patrick Cunningham. We also farewelled Nicole Harries from Broadyway Shopping Centre and welcomed Alice Boorman onto the Committee. I also want to extend a thank you to Helen Xiros, previous Youth Manager at City of Sydney, who helped to facilitate such a strong partnership with City of Sydney. We welcome Sinead Kelly as her

replacement on the Committee. I look forward to growing the Committee in 2012-13, with several new members interested in coming on board. With new members, come new ideas and skills that can build our capacity.

Lastly, I extend my thanks to the staff, students, volunteers and partners who enable us to provide a responsive and unique service to the young people of Glebe. After all, we are an organisation with a small budget, but a big purpose and heart. I particularly want to thank our core staff Keiran Kevans, Christina Yeomans, Sara Lamedo, Amy O'Neill and our host of casuals, who are the backbone of many of our programs and activities. I also thank Save the Children Australia staff Dr Gareth Jenkins and Tom Wilson, who work alongside GYS staff to ensure young people have a second-chance at education and employment. I hope we can all continue to work collaboratively to realise our purpose of building the capacity of young people and in turn the broader community in Glebe.

Chantel Cotterell
Chair



TREASURER'S REPORT

The financial reports for the past year show a deficit at the end of the year of \$894, reducing our total Equity to \$26,279. The deficit represents 0.2% of the total expenditure of \$444,452.

While it would be preferable to not lose money, GYS has done well to come through with only a small deficit, given the sometimes difficult circumstances of the past year.

The majority of our income came from the NSW Department of Family and Community Services (\$239,667), which provides our core funding, and from City of Sydney (\$158,043) which supports casework services and the After Dark program.

Financial assistance previously received from the Becher Foundation supported the Glebe Pathways Project, and the balance left from 2010-11 of a \$3,000 grant from StreetSmart helped us to provide nutritious meals for Drop-In and After Dark. We were also pleased to auspice funds from City of Sydney for arts projects involving our young people in Glebe.

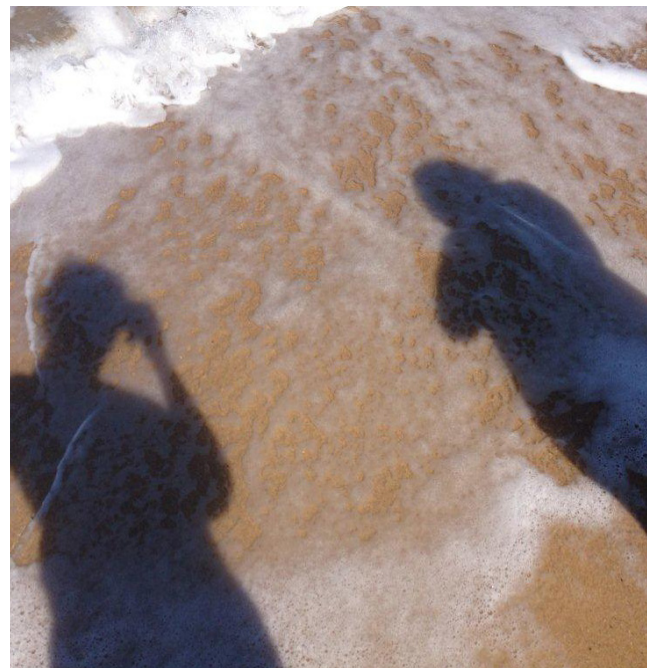
The balance of a grant of \$15,000 from Family and Community Services, to assist with the transition to their new funding model, was spent on the development of a strategic plan, which will guide our direction over the coming years.

Maintenance of the premises is an ever present problem, but we were successful in obtaining a grant of \$12,500 from the NSW Government's Community Building Partnership Program, for replacing the roof vents in the main hall (to be spent in the 2012-13 financial year). GYS will continue to seek funding to help us achieve our objectives as identified in the strategic plan.

We gratefully acknowledge donations from Dr Dorothy Bottrell, Australian Research Alliance for Children & Youth, Grill'd Pty Ltd, Sydney University Sport and The Glebe Society.

It is inspiring to work closely with GYS' Coordinator, Keiran Kevans, and Administrator, Christina Yeomans, who ensure that our limited means are spent in the most efficient way possible. We also appreciate the assistance from Save the Children Australia and City of Sydney in providing staff to assist our various programs. Together with our new youth workers, Sara Lamedo and Amy O'Neill, they make up the dedicated band of staff who manage to work miracles on a limited budget.

*Hilary Chesworth
Hon. Treasurer*



GYS young people get creative with a camera



COORDINATOR'S REPORT

LOOKING BACK

If there was one word that best characterised the year that was 2011-2012 it would be change. There is hardly an area of our organisation and operations that has not experienced some kind of change. Our challenge is to manage change effectively and at a manageable rate.

In the past year, we have seen personnel changes, new partnerships, changes in funding and accountability reporting, and changes to legislation. While most changes have been positive, some have placed particular demands on our core staff and some have challenged our ability to maintain a diverse range of locally appropriate programming.

It is important to acknowledge that change is going to occur and that we have managed to navigate a particularly challenging year and come out the other side in very good shape. This is a testament to all person's directly involved with GYS over the past twelve months.

STRATEGIC PLAN

Early in 2011-2012, we embarked on a process that developed a comprehensive strategic plan. This was not an easy process; it is sometimes hard to embrace ideas of change when things may seem to be working well. However, strategic planning is a proactive way of 'future proofing' GYS, thereby ensuring our sustainability.

I would like to thank and acknowledge the GYS Management Committee for their role in progressing the strategic plan. They have maintained a consultative and transparent approach to all governance issues allowing the staff and local community to feedback and contribute to the future direction of the service. Interested parties are welcome to contact GYS to learn more about the business plan and the strategic goals set for the year ahead.

The strategic priorities for the year ahead are to increase our focus on education and employment. While we embrace these ideals, common sense dictates that a realistic rate of change is not only sensible, but also essential. GYS will continue to provide a wide range of engagement and support services and structured group activities.

GOODBYES & WELCOMES

GYS has a sound team of staff, a wonderful group of volunteers and students, a committed team of volunteer Management Committee members and a diverse array of partnerships. We have also been exploring new partnership opportunities through which we will see further positive outcomes in terms of young people achieving their goals and contributing to society.

At our last AGM we said farewell to Sven Knutsen who left the GYS Management Committee after over 15 years of service. I would like to thank Sven for his service and wish him the best for the future. Chantel Cotterell has stepped into the role of GYS Chair and our small but dedicated team of Management Committee members has remained the same.

We also farewelled youth workers Rebecca Lampard and Michelle Lee and welcomed Amy O'Neill and Sara Lamedo. Staff changes in a small organisation are always challenging and I have been delighted by the way both Amy and Sara have taken to their roles and fitted into the GYS environment. Both have great skills and knowledge, and show a passion for their work.

COMMUNITY TRENDS

We have seen a year of positive social impacts. Although census data from 2011 has not yet been fully analysed, it is clear that there have been a number of positive social outcomes for our target group. Youth crime in the Glebe area is at exceptionally low levels. Youth employment

Supporting and advocating for young people in the Glebe community since 1988.

is up and truancy and school non-attendance is down. Young people's knowledge and awareness of health services is increasing and requests for crisis intervention and support are on the decline.

More and more young people come into GYS and say things like; 'Can ya help me get a job?'; 'I want to go back to school'; I want to get into university; 'Can you help me go back to high school so I can do my year 12?'. Yes, we still have cases where young people come to us homeless, destitute, pregnant, addicted to substances and just flat out of hope, flat out of anyone who cares. We do our best to provide advice, referral, and advocacy for these young people. On our staff we have qualified social workers who are skilled and passionate about making a difference. This will always remain an essential component of GYS. However, things have changed and mostly for the better.

Young people have peers from the Glebe housing estate who work full-time. It is obvious to anyone on the ground what a job does to a young person's sense of empowerment, self-esteem and social responsibility. The evidence from research and statistical analysis emphatically establishes the resultant 'knock on' positive impacts on health and social wellbeing indicators.

When young people look for jobs and training options we want them to come to their locally known and trusted service. We have commenced the establishment of the necessary organisational knowledge and systems to support our strategic focus. We look forward to working with our existing education partners and will explore potential linkages with workforce-related providers. Even at this early stage there has been a largely positive response from young people.

When I arrived at GYS almost six years ago, I spent three days a week at Bidura Children's Court supporting GYS clients who had fallen

foul of the law or committed opportunistic crime. To see such a significant cultural shift away from crime and toward education and employment is truly a thing of wonder. It is really worth looking at what are the programs, services and factors that have made this happen. What did we do right, let's document it and bottle it.

LOOKING AHEAD

Right now is a time of careful pride. We have watched young people aspiring and achieving and making a positive transition into their adult life. Just this week, one young man left us to join the Canberra Raiders as a professional footballer, while another secured a building trade apprenticeship. Early this year a number of young men gained employment and embraced it and are succeeding in staying employed.

It has been 28 years since GYS was established and the organisation remains independent and innovative, dedicated to producing highly effective social impact outcomes. Our service model continues to prove its effectiveness. We build long-term relationships to support young people through considerable disadvantage. It takes time but it works. We build trust through engagement and non-judgmental attitudes; we believe in a person's right to informed self determination, to be treated with dignity and respect. Let's support young people who want to get a job and an education and set ourselves up to not just be a safety net against social disadvantage, but let's become a spring board to social inclusion and participation. I feel privileged to work here as there is so much to learn and so much to do. I embrace the challenges and opportunities, with cohesion and unity there is great potential and possibility.

*Keiran Kevans
Coordinator*



PARTNERSHIPS

GYS has been able to diversify and increase capacity through the establishment of partnerships with other services and organisations. GYS would like to acknowledge our current partners and highlight the programs and services that we have been able to deliver together. We value and appreciate our many supporters and collaborators.

SYDNEY SECONDARY COLLEGE

GYS continues to value the close working relationship we have with Sydney Secondary College (SSC). This partnership has been established through the delivery of the GYS-situated Glebe Pathways Education Project. It has now been in operation for three years and we are currently exploring ways to build on the success of Pathways and explore ways for youth work staff to support the education needs of at risk young people at the SSC campuses of Balmain, Leichhardt and Blackwattle. GYS would like to thank all SSC staff and in particular Judy Kelly, the SSC principal, for her support of partnership initiatives between our organisations.

UNIVERSITY OF SYDNEY

GYS continues to be a source for student placements to social work students and also Masters of Teaching students. GYS is also connected to the University of Sydney (USyd) through the USyd/Glebe interagency. GYS has come to greatly value the synergies that can come out of this relationship. We look forward to exploring innovative collaborative ideas in the year ahead. It is also important to recognise the contribution of Dr Deb Hayes to Pathways. Deb has been with the program from the start. Her lobbying and best practice academic thinking have been instrumental in the establishment and success of the Pathways project.

SAVE THE CHILDREN

Save Children Australia staff are a familiar

presence at GYS. Dr Gareth Jenkins has become a key figure in the delivery of the Pathways program and other innovative youth initiatives such as the mobile youth van. Save Children Australia also provides staff to our Drop-In structured and unstructured programs.

CITY OF SYDNEY

GYS has multiple concurrent partnerships with City of Sydney. We are delighted with City of Sydney and their willingness to partner with GYS on a variety of projects to deliver programs that further the aims of both organisations and in particular progress the objectives of the *Sustainable Sydney 2030* plan.

OASIS YOUTH SUPPORT

This year GYS would like to thank Robbin Moulds from Oasis for her work helping us to establish the Internet Connect Bus program at After Dark on Friday nights. We thank Robbin and look forward to working together in 2013.

YOUTHBLOCK

One of the key issues for our young people in achieving their goals can be access to appropriate health services. Over the past two years Youthblock have delivered outreach individual and group education health options at GYS. GYS would like to thank Michelle Lampis, Brett Pickard and Megan Mortimer.

RECONNECT

GYS programming has been supplemented and value-added by Candace and Clair from Reconnect. Their delivery of healthy living programs and the iCope program, focussed on managing emotions, were a highlight at GYS. These programs are designed to be fun and engaging, yet at the same time deal with difficult and real health and personal development issues. GYS is planning to work with Reconnect in the coming year to deliver more programs.

PARTNERSHIP SNAPSHOT: OASIS YOUTH SUPPORT

Every Friday night local community member, Jeff Hockey, brings the Oasis Street Connect Bus to the Peter Forsythe Auditorium for young people participating in the After Dark program. This wonderful resource is supported by a collaborative partnership between GYS, The Salvation Army and Virgin Mobile.

The air conditioned bus has six internet accessible laptops and a rear wall mounted flat screen TV with Xbox. The young people enjoy being able to participate in the team games on the Xbox. During the footie season, Jeff also sets up a TV in the bus so young people can follow the Friday night game. This came about when it was noted that a number of young people were arriving after the game had finished.

Jeff Hockey is the School Chaplain at Sydney Secondary College and is well-connected with the youth who access the bus. He is always available to listen to the young people about how they are going and any issues in their lives.

One of the real benefits of After Dark is the consistency of the program and the dedication provided by youth workers. It is very uplifting to see the young people in a happy state after being well fed, playing some football or basketball, having a go in the Oasis Street Connect Bus and being nurtured in positive ways.

The Local Area Commander called in recently and commented on the great vibe that we had going with the youth present and how improved the street crime statistics were in the area.

GYS looks forward to being able to work in partnership with Oasis Youth Support next year, so we can continue providing this innovative service to the young people of Glebe.

FROM CITY OF SYDNEY

GYS and City of Sydney Youth Services have worked very closely together over the last year. Staff from both organisations have come together to plan a range of after school and school holiday activities as well as community events and team building activities.

A Memorandum of Understanding has been signed between the two organisations and has encouraged a productive and successful partnership, which is contributing to bettering the outcomes and opportunities for young people in the Glebe area.

The hope is that this partnership can continue to grow and that the two organisations can share their strengths and resources to continue to develop innovative programming across the area.

*Aliza Denenberg
Acting Manager, Youth Services
City of Sydney*



GYS PROGRAMS: CASEWORK

For staff at GYS, engaging clients in casework is the ultimate outcome from all our programs and activities. We believe that every young person is vitally important for today and tomorrow and via our casework we are able to meet the needs of young people in Glebe, while being able to achieve our service's aims and objectives.

At GYS, we acknowledge that the success of any casework effort depends on the strength of the relationship a staff member has with the young person and the level of trust and ability that young person has to engage in the development and joint ownership of any remediation plan.

We also recognise that the transition from adolescence to adulthood can be challenging for young people, their families and friends, and sometimes their diverse communities. When this transition is coupled with trauma and disadvantage and issues like drug and alcohol usage, homelessness, family breakdown, unemployment or mental illness, the resulting outcomes can be devastating.

At risk youth have needs that are often complex and intertwined. They require help in determining which among a diversity of services they need, when, and in what order. By providing support to young people and addressing their variety of needs, we work to develop a young person's strengths and capacity to make positive life decisions. We support them in reaching their goals as well as in developing solutions, skills and competencies to achieve success.

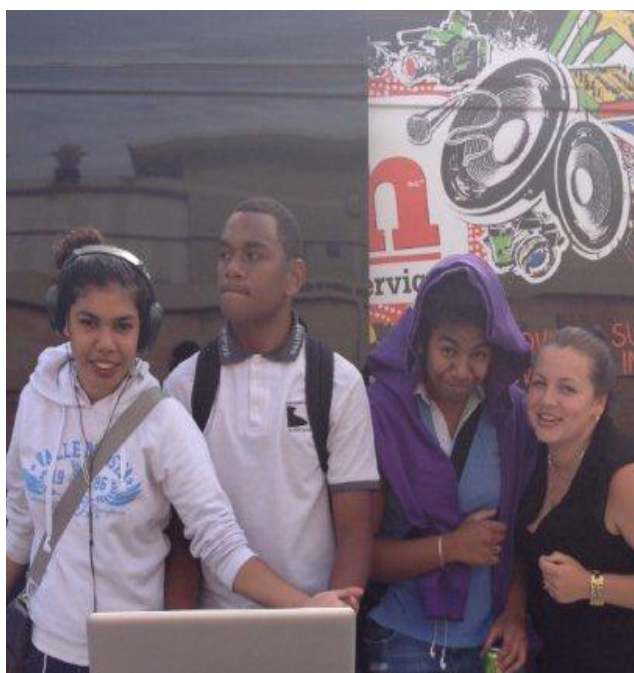
Casework requires a major stake from both the staff member and the young person in ensuring success, and with more than 80 individuals engaging in this service it shows that GYS is providing a much-needed service.

FROM THE LOCAL MP

GYS provides invaluable services to the community and is ideally located on Glebe Point Road to provide support to some of the most vulnerable young people in Sydney.

The dedicated and talented staff of GYS are positive role models and work hard to deliver a range of activities and programs, including casework, a Drop-In service, the After Dark program and the Glebe Education Pathways Project.

Jamie Parker
Member for Balmain
NSW Parliament



GYS young people making music



GYS PROGRAMS: DROP-IN

GYS has, over the last year, focused on building a successfully engaging and stimulating service for Glebe young people, through providing a safe space of regular contact via the Drop-In program.

Every Drop-In provides a yummy meal made by staff, volunteers and students, which have become famous within the community and abroad with other youth services. The rate of attendance can fluctuate depending on a range of factors, however over the last year the number of young people accessing drop-in continues to increase, especially amongst young males. Another growing trend has seen a steady increase in the number of new young women engaging with Drop-In and GYS as a whole.

This year has capitalised on the development of multi-agency collaboration, which forms the GYS partnership with City of Sydney, Youthblock Health Service and Reconnect. Through regular attendance by staff from City of Sydney in support of GYS, a new sense of ownership has been created where we have been able to focus on developing life skills and encouraging healthy engagement to develop a more seamless service program to young people.

Youthblock has continued its partnership with GYS during 2011-2012, by providing an outreach nurse during Drop-In hours and further running the 'Live Strong' program. This program was attended by a high number of young people. It aimed to educate young people about healthy life choices, promote self-esteem from within and financial management. The program was successful due to its interactive and open design, which promoted attendance and increased the skills and confidence within the young people.

Reconnect has provided an outreach program with iCope, a group program that aims to help young people learn some skills to manage difficult times in their life. Young people ended

the program with a new set of strategies that can be implemented to cope with stressful situations.

The major tasks for GYS and the Drop-In program, commencing June 2011 included creating a culture that provides an effective and engaging learning and well-being environment for young people. Over the past year, GYS has focused on creating a needs-tailored, sustainable Drop-In program.



Learning skills at Drop-In

We were also focussed on enhancing our partnerships with stakeholders through interagency collaboration, sound communication and solid partnerships agreements. Additionally, we advertised and publicised the GYS brand as an expanding space for young people.

Drop-In continues to be a strength in GYS' programming and we look forward to building this strength, with two new full-time youth workers, who will bring a diverse range of skills, knowledge and experience.



GYS PROGRAMS: AFTER DARK

The After Dark program is an initiative of GYS, funded by the City of Sydney. It operates on Fridays from 6.30-10.30pm at the Peter Forsyth Auditorium and on Saturdays from 7.30pm-11.30pm at GYS. After Dark is a space for young people to enjoy a healthy meal and participate in a variety of sports and activities. This program is both a diversion from youth anti-social behaviour, but also a refuge from hardships.

After Dark uses GYS' model of engaging with young people to build trust and rapport as a pathway to casework services. As one young person commented, "We come to After Dark to see the workers, they talk to us".

GYS would like to thank and farewell Rebecca Lampard, former After Dark Program Manager/Generalist Youth Worker for all her hard work at GYS throughout the year. We wish her the best.

Sara Lamedo joins the GYS team as the new After Dark Program Manager/Generalist Youth Worker. Sara is a social worker who has spent the last year working in Alice Springs in the Northern Territory with children, young people and their families, and also leading a team of young Australian volunteers in rural Guyana.

Looking back over the last year, on average, 35 young people attended each After Dark night, with 162 referrals having been made to GYS and/or other appropriate services. Well over 3400 meals were also provided to young people, many of whom may not otherwise have access to a nutritious hot meal. For young people, the program provides a positive alternative to anti-social behaviour. Continued conversations with Police indicate that youth crime remains low.

Popular After Dark activities included healthy cooking, basketball, touch football and movies. These activities help young people build positive lifestyle skills, explore their thoughts and

creativity, as well as have a space that allows them to feel a sense of belonging and comfort.



Team sports like basketball are offered

In this last year, After Dark underwent an external evaluation by independent consultants, Zakumi Consulting. Zakumi used a series of focus groups, interviews and desktop reviews. In total, 27 people were interviewed. Key learnings from this evaluation include:

- ◆ After Dark participants strongly felt the benefit of the program, and it is perceived as a safe space for young people and for some a place of respite from their circumstances;
- ◆ While more structured programming would improve the program, at the same time the unstructured nature of the program is one of its strengths;
- ◆ After Dark needs to plan for a balance of activities that will engage males and females;
- ◆ The perceptions and relationships between young people and police could be improved. Although police occasionally attend the program there is opportunity for planned

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activities to breakdown barriers and improve relationships;

- ◆ The evaluation concluded that although it is difficult to attribute lowered crime rates to the After Dark program alone, the discontinuation of the program would have detrimental impacts on individuals, families and the Glebe community.

In response to the evaluation GYS will be consulting with After Dark clients, in order to develop and evaluate its program plans with a focus on structured programs. We are also planning to gather further quantitative and qualitative data by interviewing young people, families of clients and the community as well as conduct stakeholder surveys in order to build on the findings of Zakumi Consulting's evaluation. Plus, GYS intends to work with Police to develop its partnership and have greater positive police presence at After Dark, leading to improved relationships between youth in Glebe and Police. GYS is hoping to develop After Dark programs that include the Police, such as basketball competitions. We believe good relationships to be the building blocks for positive change and strong community development.

Finally, After Dark would like to thank its supporters, its workers and its clients. This is a greatly valued program that would not exist without continued support. After Dark would particularly like to thank City of Sydney Lord Mayor, Clover Moore, who has been a great supporter of the program and, in turn, an advocate for our young client group, their families and the community.

*Sara Lamedo
After Dark Program Manager
and Generalist Youth Worker*

FROM THE EVALUATION

Generally there is a positive sentiment regarding GYS and the impacts of the program and by all accounts, the community is safer and crime statistics are lower than they have been for many years in this community (Glebe)...

After Dark was established to address an issue in relation to anti-social behaviour and crime and it appears from reports that this has occurred.

*Zakumi Consulting
Independent Evaluators*



GYS PROGRAMS: HOLIDAY ACTIVITIES

The holiday program at GYS continues to provide a diverse range of entertaining and educational activities which provide the opportunity for the young people of Glebe to try new things, meet new people and pick up a set of new skills. It further allows young people to stay engaged with our service and provides a unique chance to connect with staff in environments that are outside of the usual norm.

GYS aims to maintain a quality program that is safe and entertaining for all involved. This involves regularly reviewing and updating our program objectives and encouraging youth participation in the development of the program.

Many of the young people who attend the holiday programs have expressed that they could not fund the activities that continue to be offered to them by GYS. This is why our service is proud to provide activities that have been scouted out by staff as being free or otherwise subsidised.

By providing some activities on the GYS premises, we also offer a safe environment where young people can spend time with their friends. These programs are seen as an opportunity to keep young people engaged.

Our activities often involve travelling to a variety of places which provide young people with new experiences and enable young people to see a world they may not otherwise be aware of. Each outing creates a unique opportunity for young people to display their talents and strengthen their own ties to their community.

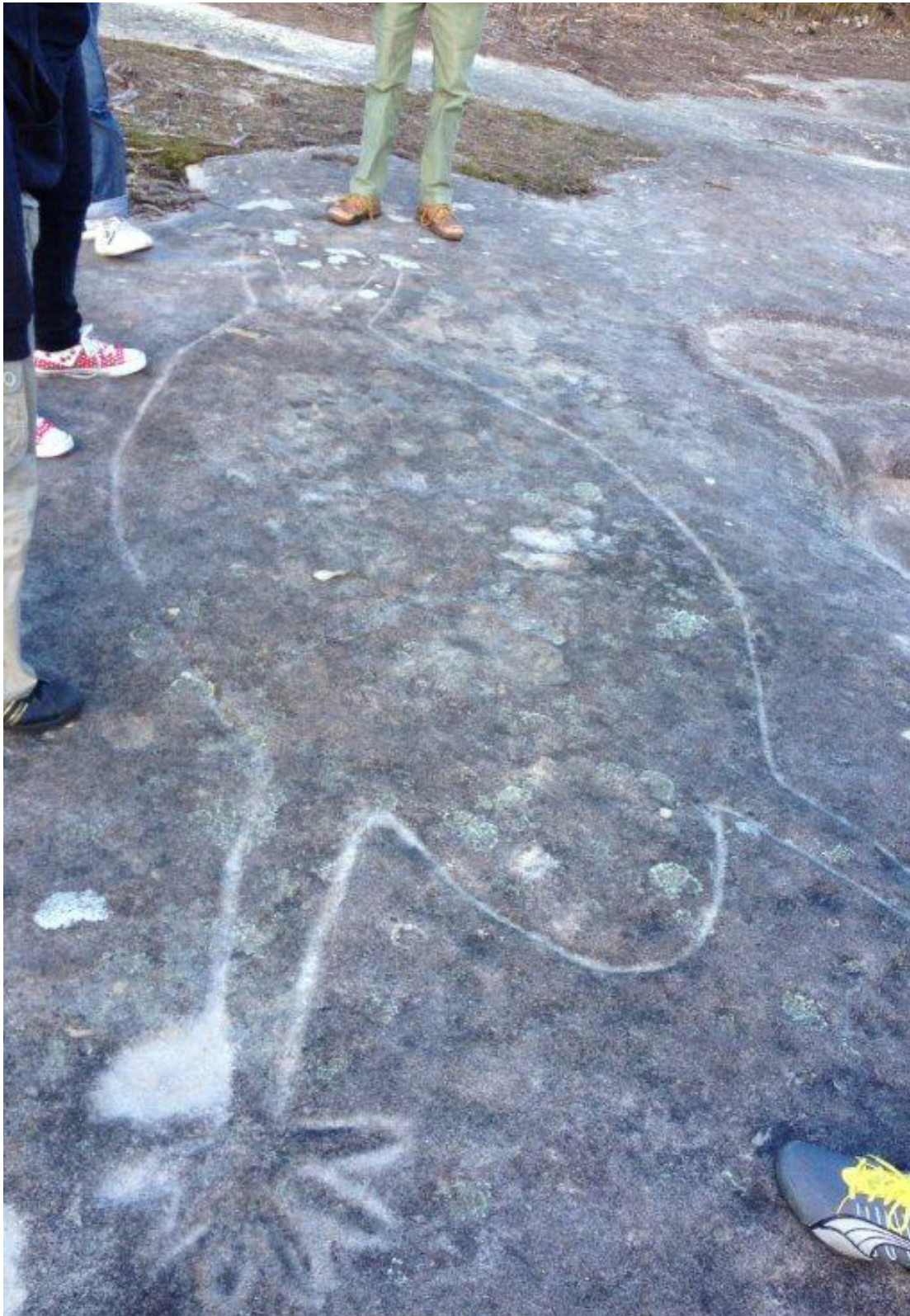
The popular activities which have taken place off-site have been trips to Clifton Gardens, educational bush tucker walks in Bundeena with National Park Rangers and laser tag games. The future of the school holiday program continues to be bright, with young people eager to contribute their ideas with new staff.



Holiday outing



Outing for GYS young people



One of the many outings organised for young people



GYS PROGRAMS: GIRLZONE

GirlZone runs one day per week for young women aged 12-24-year-olds. The program was designed to offer a safe and fun environment for females to interact, gain skills and build their confidence. Each term offers new structured and non-structured programs, which are designed based on surveys completed by the GirlZone members at the end of each term. GirlZone is a partnership between GYS and City of Sydney.

Over this past year, there has been a real drive to strengthen existing policies and procedures in the way we work together in a partnership, which would benefit young people, as well as addressing best practice models for our interactions with young people.

The use of the GYS physical premises as a place to hold GirlZone has been beneficial to our program. It allows the young women to improve on their living skills through the use of the kitchen (much to their delight), and it further provides a safe space for the young women to use without the presence of the more dominating young men. This has meant that there has been a drive in attendance by young women who would ordinarily shy away from GYS programs and has allowed for the older females who frequent GYS to attend a program where they feel comfortable.



GirlZone heads out for rock climbing

Structured programs for the year include the Connie Project, where the young women created a dress made entirely out of condoms to be displayed at Glebe Library for World Aids Day. This provided the young women an open space to talk about sexual health, contraception education and family planning.



GirlZone at GYS

GirlZone tightened its focus on engaging with other services and life skills, with the program taking the young women out to the Australasian College, and The Ledge at the University of Sydney, where the young women learnt ways in which they could look after their physical health. Meanwhile, during the Y-Hunger program they developed an understanding of the nutritional value in various foods and cooking skills.

GirlZone continues to change and grow. It is a vital program for the young women of Glebe. The program looks forward to a renewed shift in focus towards engaging and strengthening rapport between staff and young women.



GYS PROGRAMS: BOYZONE

BoyZone at GYS is a weekly program for Glebe's young men. The program aims to provide a comfortable, safe space where young men can meet, socialise and participate in a range of activities and exercises.

The staff that facilitate BoyZone are all male and are dedicated to providing an environment that is valuable and safe for the young men who participate. It is important to consider that Glebe is home to a large number of young men with a history of positive engagement with GYS.

Throughout the last twelve months, we have been consulting with the young people who access the program and looking to build attendance. As a result, towards the end of term two we held what will hopefully be the first of many steering committee meetings. The purpose is to foster a sense of ownership over the program in our young men. This meeting helped GYS and City of Sydney workers look towards short, medium and long term goals for the program, as well as exciting ideas in terms of activity programming.



Keiran Kevans at BoyZone

With many of our longer term clients being young men aged 20-years-old and over, BoyZone is seeking to create peer mentorship and leadership roles in both official and incidental capacities for these young men to step into while they are still with GYS.



On the field with Glebe's young men

A medium to long term goal is to create structured programming around employment, education and job training which our clients find engaging. It is our hope that this will tie in with the GYS and Sydney Alliance partnership.

For example, the steering committee identified a desire for a Glebe young men's OzTag team. This is an exciting idea as GYS views sport-based programs as offering health and diversionary value as well as being excellent platforms for creating leadership and peer mentorship roles. Our team will be playing in the competition kicking off in early October. Registration fees will be funded by City of Sydney initially, with the understanding that team members will be required to contribute to the search for sponsorship to fund future seasons.



GYS PROGRAMS: EDUCATION PATHWAYS

June 2011 saw the culmination of a major collaboration between the Glebe Education Pathways Project partners who together produced a comprehensive document which assessed the impact of the project to that point.

This evaluation revealed many striking results: parents who said it was the first education program where they felt their child was actually respected; students who said they were treated as an individual for the first time and that this helped them to learn; students gaining School Certificates who had tried unsuccessfully in different settings on numerous occasions; many students gaining confidence: one transitioning from being uncommunicative and withdrawn to keeping a part-time job in the service industry.

As well as anecdotal evidence, Pathways collected a range of quantitative data which showed that: to that point (June 2011) Pathways had educated 22 students; students at Pathways significantly improve their school attendance: students at Pathways exhibit less unacceptable behaviour and thus incur significantly less suspensions. As of June 2012, the number of students educated (or being educated) by the program has grown to 27, no further suspensions have been instituted and average attendance remains stable at approximately 65%.

We encourage you to download the full evaluation document at:
<http://pathingtheway.blogspot.com/>

In terms two and three of 2011, the program remained at the full enrolment capacity of 14. During this time, students continued to be guided by individual learning plans and engaged in a wide range of research projects on topics such as the London riots, motorbikes, motor mechanics and film directing. In tandem with this, Year 10 students continued to prepare for their School Certificate.

Other highlights of the 2011 program included a three day camp where students engaged in archery, high ropes, canoeing, fencing, and swimming; a 7 week motorcycle engine maintenance course in which TAFE staff helped students to dismantle and rebuild motorcycle and lawnmower engines; artistic workshops where students produced work that was exhibited in the Australian Museum as part of the Koori Art Expressions; and a speech by two students at the Balmain campus of Sydney Secondary College on the importance of NAIDOC Week.

At the end of 2011, we had 8 students graduate with their School Certificates. All students still in New South Wales at the beginning of 2012 were placed in further courses of study including Year 11 at Blackwattle Bay, hospitality and beauty courses at Ultimo TAFE and art courses with Creative Youth Initiatives.

Towards the end of 2011, staff, students and the Pathways forum had begun lobbying strongly for a new funding agreement, to continue the program after June 2012. To this end the Evaluation was pivotal in convincing the NSW Department of Education and Communities to refund the project. Activities around this issue intensified early in 2012 with a public meeting of all interested parties and stakeholders convened at the University of Sydney, resulting in the announcement of a new funding arrangement. This arrangement converted the program into an Emotional Disorder Class, which gives the program recurrent funding while a need exists. The only significant change to the day-to-day operation of the program was that overall enrolment numbers were halved to 7.

In terms one and two of 2012, students continue to be guided by individual learning plans. They engage in regular sports excursions to the National Centre of Indigenous Excellence, and have had visits to a skate and surf carnival,

Supporting and advocating for young people in the Glebe community since 1988.

Coogee Beach, Taronga Zoo and performances at the Sydney Opera House.

We had a very successful four day horse camp in the first half of 2012 at the Kalandan Foundation Brumby Camp in Cooma. Students learnt how to train and ride horses, and recognise the emotional relationship between 'wild' horses and 'wild' teenagers. Positive, calm ways to interact with horses was extended to show how this was a useful way of approaching people too.

We continue to work closely with job agencies to gain part-time work for students. One student completed a 6 month placement at an auto repairer, while another participated in a week of work experience at Taronga Zoo.

A site visit to one of our corporate partners, Accenture, was also held. This involved a tour of their building at Pyrmont and a 5 star lunch in their boardroom overlooking the Harbour Bridge, at which students got to talk to staff and executives. It was an extremely successful visit with exemplary behavior from students who ultimately learned a lot about the Accenture working environment and its staff.

June 2012 sees Pathways begin the process of transitioning into an Emotional Disorder Class. We currently have 6 students, near our new capacity of 7. The reduction in numbers will actually allow us to work more intensively with our students and help them to achieve even better outcomes.

Pathways staff continue to be self-reflective about our work and are engaged in a process of constant investigation and improvement. To this end, we are currently moving into a new assessment phase which will further unpack the complex work done at Pathways and add vital post-program data to the original evaluation.

Ultimately, this assessment will further amplify the voices of the most important people involved in the project: the students themselves.

All partners in the program: GYS, Sydney Secondary College, Save the Children Australia, City of Sydney, the University of Sydney and Big Picture Education Australia are thrilled that this important project has now received recurrent funding and can continue the important work of supporting our students to live productive, healthy and happy lives.

*Dr Gareth Jenkins
Coordinator - Youth Engagement
Save the Children Australia*

FROM A PARTNER

GYS, Sydney Secondary College and other partners have worked together in an innovative partnership to ensure the re-engagement of students with poor attendance in an alternative education setting located at GYS.

Another positive outcome has been stronger links between the youth service and Sydney Secondary College, enabling youth workers to visit young people on-site at their campuses.

*Judy Kelly
College Principal
Sydney Secondary College*



COMMUNITY EVENTS & INTERAGENCIES

Each year GYS plays a central role in delivering or hosting key community events. Our central location and wide recognition as a central and essential community venue make us the place of choice for public and community meetings.

In the past year, we held the GYS Annual Film and Fun Night, Corroboree Night, Let's Talk Reconciliation and the Annual Glebe Area Tenants' Association Christmas Party. In addition, we play host to a variety of forums and interagency meetings throughout the year.

FILM AND FUN NIGHT

The 4th Annual GYS Film and Fun Night was held on 12 November 2011, to showcase the creativity and artistic achievements of local young people who access programs run by GYS.

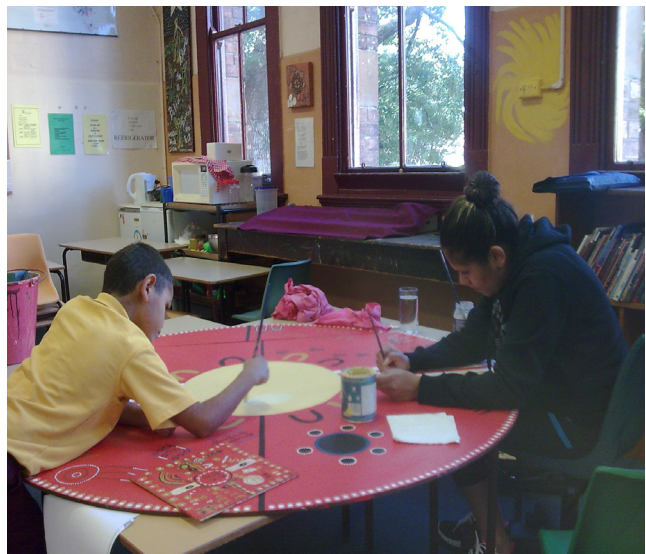
We watched the film *Making Good*, a short documentary exploring the lives of four young people from Glebe. The documentary looks at local services that have helped young people to realise their goals and contribute positively to the wider community. This film was produced by Vinnie McManus from Short Black Films and David Beaumont from the City of Sydney.

Following a short documentary about the Glebe Pathways Education Project held at GYS, we watched the hilarious *Phobia*; a topical, short comedic drama created by and starring young women from Pathways. The film explores concepts of cultural stereotypes and racial profiling in an irreverent yet humorous and disarming way. This film was again produced in partnership with Short Black Films.

The night, which was attended by approximately 60 young people, families and local residents, is a great local event that showcases local talent and brings together the diverse Glebe community. GYS was hold this night again in late 2012.

NAIDOC WEEK

GYS once again hosted the penultimate NAIDOC Week event in Glebe, Corroboree Night. This year featured a Welcome to Country by the Metro Lands Council, a smoking ceremony by Uncle Max and performances by Ray Walker, Gumaroy Newman, Yidak Yulugi and Bibi Barba. We also had a special appearance by Glebe's own Str8 Ballaz who, fresh from another recording session in the GYS music studio, sang their latest tracks. The night was attended by a mix of local youth and members of the wider community. These events were organised by the Glebe NAIDOC Committee, of which GYS remains a proud member.



Young people at a NAIDOC Week event

Fetina Lotoaniu, a former GYS young person and now high school teacher and tireless social activist, led a Reconciliation Week evening held at GYS. This year's event had the title *Let's Talk Reconciliation*; its aim is to encourage people of all ages and cultural backgrounds to engage in dialogue about themes of reconciliation on a local and practical level.

The highlight of the night was Torres Strait

Supporting and advocating for young people in the Glebe community since 1988.

Islander dancers sharing their cultural stories through dance and music. GYS is immensely proud to be a part of this event and in particular wishes acknowledge the wonderful work and achievements of Fetina Lotoaniu.



Event for young people at GYS

PUBLIC HOUSING FORUM

This forum, held four times per year, provides an opportunity for Lord Mayor, Clover Moore, to share first hand the programs and work of City of Sydney in Glebe. It is also a chance for the local community to ask questions and raise concerns about current local issues. The event is attended by the Lord Mayor and her support staff, representatives from the Local Area Command, Housing NSW and various other services.

LOCAL AREA COMMAND ABORIGINAL CONSULTATIVE COMMITTEE

After discussions with local Police, it was decided that GYS would be the best place to hold the LACACC meetings. Their purpose is to develop a positive relationship between the Local Area Command and the local Aboriginal Community.

FOREST LODGE AND GLEBE COORDINATION GROUP (FLAG)

FLAG is yet another interagency group that has found a home for its bi-monthly meetings at GYS. The FLAG forum supports and links current initiatives by encouraging communication between community groups, business and government agencies in the local community. It promotes the area as a place to live and work and supports local initiatives by gathering skills, knowledge and expertise from all stakeholders. GYS is a proud member of the FLAG interagency group and has seen firsthand the value of this interagency to both our target client group and the wider Glebe community.

FROM A PARTNER

This past year the Glebe Schools Community Centre and GYS have collaborated on a number of projects, importantly NAIDOC Week, the Pathways Project, various boards and planning groups and the development of a Young Parents Program. We are proud to work alongside GYS, which continues to deliver innovative programs with an inclusive methodology.

Working in collaboration with families and the whole community, the Youthie is a fundamental part of the social scaffolding vital to young people growing up in Glebe. We look forward to a deepening partnership to improve outcomes for this community.

*Kate Brennan
Glebe Schools Community Centre*



VOLUNTEERS & STUDENTS

GYS greatly values the contributions that volunteers and students on placement make to the organisation and its clients. For students on placement, the staff at GYS are welcoming, supportive and attentive to the learning needs of students. Students are included in all aspects of the service, which gives a sense of being an employee and a part of the team.

Over the previous year there have been numerous volunteers and students assisting with the Drop-In, After Dark and Holiday programs as well as community events, such as the GYS Annual Film and Fun Night.

Many of the volunteers and students are from the local Glebe community. The service also receives interest from social work and welfare students at the University of Sydney and TAFE NSW.

Following an initial induction, the volunteers and students, are presented with the opportunity to engage with the young people who use the service during the Drop-In and After Dark programs and partake in community meetings, along with a range of other activities.

Anyone who is interested in volunteering at GYS in the coming year can contact Keiran Kevans on keiran@glebeyouth.org.au



Pagan undertook a student placement

FROM A STUDENT

I worked with employment services for quite a while, working with long term unemployed people. I found I enjoyed working with young people the most and as the job criteria became limiting as to what I could do with people, I decided to retrain and study youth work.

When I was a young person I got through some serious hard times by playing what became top level competition sports. From committing fifteen years to my sports, I learned steely determination, how to build what I have come to understand as resilience and the benefits of working and living in a team.

As a student currently studying a Diploma of Youth Work at Ultimo TAFE I wanted to do my 260 hour placement at GYS. My development as a worker has progressed significantly because of this decision.

I am very grateful to have been able to work amongst and learn from such skilled people and am very happy to be able to continue this in the role of Casual Youth Worker for the After Dark program.

*Pagan Kael
Diploma Youth Work Student*



STAFF AT THE GYS

For the 2011-12 financial year:

MANAGEMENT COMMITTEE

Chantel Cotterell - Chair
Hilary Chesworth - Hon. Treasurer
Sinead Kelly - Ex officio member
Helen Xiros - Ex officio member
Alice Boorman
Patrick Cunningham
Rosalind Hecker
Alexandra Kiel
Roelof Smilde

COORDINATOR

Keiran Kevans

PROGRAM MANAGER/ GENERALIST YOUTH WORKER

Sara Lamedo

GENERALIST YOUTH WORKER

Amy O'Neill

YOUNG ENGAGEMENT COORDINATOR

Dr Gareth Jenkins

YOUTH WORKER (EMPLOYMENT)

Tom Wilson

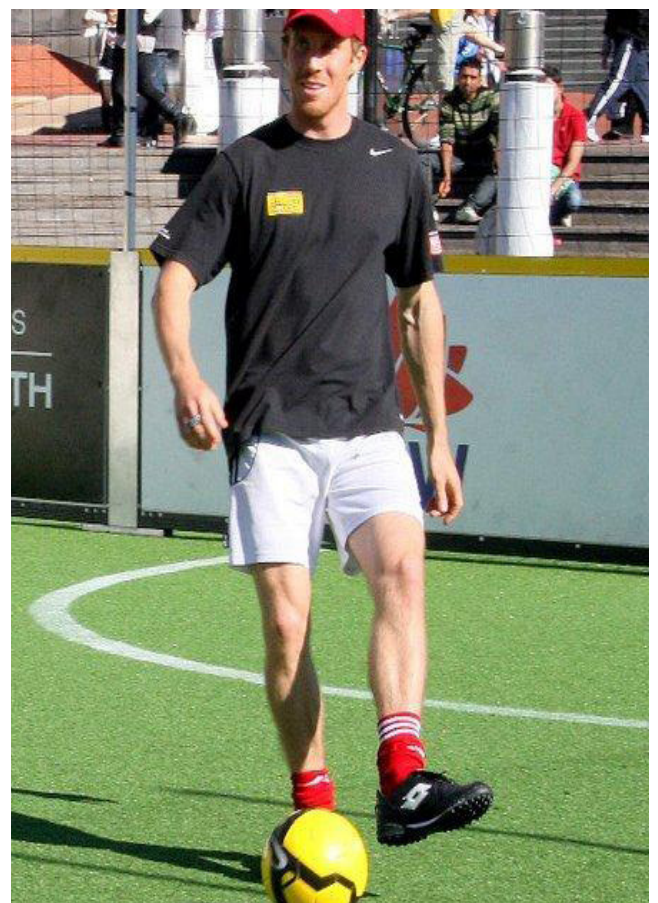
CASUALS

Aunty Wendy
Aunty Anne White
Ben Compton
Ben Corio
Byron Arello
Candace Dower
Chantel Zappia
Eli Roberts

Georgia Stilter
Jacob Taylor
Jeff Hockey
Travis Lane
Michael Carr
Nathan Kachwalla
Tom Wilson
Pagan Kael
Sammy Tsegay



Generalist Youth Worker, Amy O'Neill



Save the Children worker, Tom Wilson



GOVERNANCE AT THE GYS

GYS is governed by a Management Committee consisting of voluntary members, who are elected for a period of 12 months. Committee meetings are held monthly. Members for 2011-12 are:

CHANTEL COTTERELL

Chantel has been an active member of the GYS Management Committee since 2010. While Chantel currently works in the community legal centre sector and community publishing, she has previously worked with a range of young people organisations and settings. Beyond work, she is studying towards the combined Social Work/Law degrees. Chantel is committed to community development principles and good governance.

HILARY CHESWORTH

Hilary has been Treasurer for the past four years. She is employed as Administrator at Redfern Legal Centre, and has previously worked in administrative roles in other community organisations. Hilary uses her financial management skills to mentor the GYS Administrator and oversee the preparation of financial reports and the annual audit.

ROELOF SMILDE

Roelof has been extensively involved in community affairs within Glebe and continues to promote cooperative and communal ways of living. He has been an active member of the GYS Management Committee for five years. In late 2003, GYS started an educational program for young people within Glebe who had left high school, but still wanted to complete their School Certificate. Roelof has been a coach and mentor since the inception of this program.

ROSALIND HECKER

**Registered Nurse, Registered Midwife,
M.Science (Primary Health Care)
M.Christian Studies**

Rosalind has worked in the area of Indigenous

health for over sixteen years, both clinically in central Australia and at policy level as a researcher and health planner at NSW Health, where she also had responsibility for youth health policy development. She brings skills in participatory evaluation, project management and planning and strategic development. Rosalind is involved with The Glebe Society.

PATRICK CUNNINGHAM

B.A (Hons), Dip. Ed, Dip. Law

Patrick worked in the uni finance area for over fifteen years. He currently works as solicitor in Darlington at Peter Murphy & Associates. He has over twenty five years experience with sporting administration. Patrick is currently Treasurer of Sydney University Sport and Fitness, as well as President and Coach at the USyd Boxing Club.

ALICE BOORMAN

**B.Management (Marketing), B.Business
(Commercial Law)**

Alice has worked in marketing for the past four years with community involvement through various shopping centres over the last 2 years. Alice's role is to facilitate a corporate relationship and sponsorships with community groups as the Youth and Community Coordinator for Broadway Shopping Centre. She brings skills in marketing and corporate relations.

SINEAD KELLY

Sinead has replaced Helen Xiros as the ex officio member on the Management Committee. Sinead has been working for the City of Sydney for 8 years and has worked across multiple Youth Services. In her current role as Youth Team Leader, Sinead focuses mainly on supporting and managing external youth funded projects as well as youth policy development. Her background is in Psychology and Social Work.

In 2011-12, we farewelled:

HELEN XIROS

B.A (Social Work)

Helen has been an ex officio member for over four years in her capacity as Youth Services Manager at the City of Sydney. Helen has worked for the City of Sydney for seven and a half years and worked in the community and youth sector for over ten years. As Youth Services Manager, Helen coordinates the delivery of six youth programs across the local government area. Helen brings expertise in management, policy and process in her capacity as an advisor to the Management Committee. Sinead Kelly replaced Helen Xiros in June 2012.

NICOLE HARRIES

B.Commerce (Marketing), Dip. Business

Nicole has worked in shopping centre marketing for the past five years with continual community involvement at various centres. Her role is to facilitate a corporate relationship and sponsorship with community groups. Nicole has skills in corporate relations and marketing. Alice Boorman replaced Nicole Harries in June 2012.

ALEXANDRA KIEL

B.Social Work, B.A

Alex has worked as a youth and community worker in non-government and government organisations. She has experience in the community, youth work and domestic violence sector. She is currently studying the Juris Doctor program at UTS. She brings skills in community development, project planning and implementation, and event management.



ACKNOWLEDGEMENTS

GYS is proud to receive support and operate in partnership with a diversity of government departments, agencies, non-government organisations and corporate entities. GYS would like to formally acknowledge and thank the following organisations who have supported or partnered with us throughout the previous year. We hope that we can continue to work together in 2011-2012 and beyond.

- ◆ City of Sydney - The many staff and Councillors for their ongoing support
- ◆ NSW Department of Family and Community Services - Grahame Roth
- ◆ Housing NSW
- ◆ Steve Harris
- ◆ University of Sydney - Associate Professor Dr Deb Hayes and Dr Dorothy Bottrell
- ◆ Jamie Parker - Greens MP and Member of Balmain, NSW Parliament
- ◆ Aboriginal Community Liaison Officer at Glebe - Nina Parsons
- ◆ Save the Children Australia
- ◆ NSW Department of Education and Communities
- ◆ Weave - Alex McAlees
- ◆ University of Sydney - Margot Rawsthorne
- ◆ LendLease - Tai Lane and Shane
- ◆ Youthblock - Michelle Lampis, Brett Pickard, Jeanette Holloway, Gemma Edgar and Megan Mortimer
- ◆ OzHarvest
- ◆ Food Bank
- ◆ StreetSmart
- ◆ Glebe School Community Centre - Suzy Velkou
- ◆ Broadway Mirvac - Nicole Harries, Alice Boorman, Corrado Ferraccioli
- ◆ NSW Police Service - Winston Pisani, David Stewart Michael O'Toole
- ◆ TAFE Ultimo - Paul Drury, Camilla Couch, Helen McCutcheon and Felicity Oswell
- ◆ Glebe Area Tenants Group - Kerry Bartholomew and Maree White
- ◆ The Glebe Society
- ◆ Glebe Chamber of Commerce
- ◆ Elsie Refuge for Women and Children
- ◆ Oasis Youth Support
- ◆ Aboriginal Medical Service
- ◆ Glebe Community Development Project - Alison De Pree-Raghavan and Lise Lafferty
- ◆ Short Black Films - Vinnie McManus
- ◆ Drawing Room Productions - Christian Tancred
- ◆ Gross Technologies - Matt Gross
- ◆ Glebe Family Medical
- ◆ John Ficher - IT Support
- ◆ NSW Juvenile Justice
- ◆ Youth Action Policy Association

FINANCIAL REPORT 2011-12

AUDITOR'S REPORT



INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF GLEBE YOUTH SERVICE INC. A.B.N. 34 929 502 199

Report on the Financial Report

We have audited the accompanying financial report, being a special purpose financial report, of Glebe Youth Service Inc. (the association), which comprises the balance sheet as at 30 June 2012, and the income and expenditure statement, a summary of significant accounting policies, other explanatory information and the statement by members of the committee.

Committee's Responsibility for the Financial Report

The committee of Glebe Youth Service Inc. is responsible for the preparation of the financial report, and has determined that the basis of preparation described in Note 1 is appropriate to meet the requirements of the Associations Incorporation Act NSW 2009 and is appropriate to meet the needs of the members. The committee's responsibility also includes such internal control as the committee determines is necessary to enable the preparation of a financial report that is free from material misstatement, whether due to fraud or error.

Auditors' Responsibility

Our responsibility is to express an opinion on the financial report based on our audit. No opinion is expressed as to whether the accounting policies used, as described in Note 1, are appropriate to meet the needs of the members. We conducted our audit in accordance with Australian Auditing Standards. These Auditing Standards require that we comply with relevant ethical requirements relating to audit engagements and plan and perform the audit to obtain reasonable assurance whether the financial report is free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial report. The procedures selected depend on the auditors' judgment, including the assessment of the risks of material misstatement of the financial report, whether due to fraud or error. In making those risk assessments, the auditors consider internal control relevant to the entity's preparation and fair presentation of the financial report in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates made by the committee, as well as evaluating the overall presentation of the financial report.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

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AUDITOR'S REPORT

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF GLEBE YOUTH SERVICE INC. A.B.N. 34 929 502 199

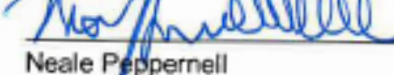
Auditors' Opinion

In our opinion, the financial report of Glebe Youth Service Inc. presents fairly, in all material respects the financial position of Glebe Youth Service Inc. as of 30 June 2012 and of its financial performance for the year then ended in accordance with the accounting policies described in Note 1 to the financial statements, and the Associations Incorporation Act NSW 2009.

Basis of Accounting and Restriction on Distribution

Without modifying our opinion, we draw attention to Note 1 of the financial report, which describes the basis of accounting. The financial report has been prepared to assist the association to meet the requirements of the Associations Incorporation Act NSW 2009. As a result, the financial report may not be suitable for another purpose.

Name of Firm: Peppernell Consulting
Certified Practising Accountants

Name of Director: 
Neale Peppernell

Address: 1st Floor, 185 Great North Road, Five Dock N.S.W. 2046

Dated this 3 day of November 2012



COMMITTEE MEMBERS' STATEMENT

GLEBE YOUTH SERVICE INC.
A.B.N. 34 929 502 199

STATEMENT BY MEMBERS OF THE COMMITTEE

The committee has determined that the association is not a reporting entity and that this special purpose financial report should be prepared in accordance with the accounting policies outlined in Note 1 to the financial statements.

In the opinion of the committee the financial statements as set out on pages 1 to 11:

1. Presents a true and fair view of the financial position of Glebe Youth Service Inc. as at 30 June 2012 and its performance for the year ended on that date.
2. At the date of this statement, there are reasonable grounds to believe that Glebe Youth Service Inc. will be able to pay its debts as and when they fall due.

This statement is made in accordance with a resolution of the Committee and is signed for and on behalf of the Committee by:

President: 

Treasurer: 

Dated this 1 day of November 2012



BALANCE SHEET

GLEBE YOUTH SERVICE INC.
A.B.N. 34 929 502 199

BALANCE SHEET
AS AT 30 JUNE 2012

	Note	2012 \$	2011 \$
ASSETS			
CURRENT ASSETS			
Cash and cash equivalents	2	61,613	41,066
Accounts receivable and other debtors	3	3,304	40,433
TOTAL CURRENT ASSETS		<u>64,917</u>	<u>81,499</u>
NON-CURRENT ASSETS			
Property, plant and equipment	4	2,975	3,594
TOTAL NON-CURRENT ASSETS		<u>2,975</u>	<u>3,594</u>
TOTAL ASSETS		<u>67,892</u>	<u>85,093</u>
LIABILITIES			
CURRENT LIABILITIES			
Other Creditors		2,267	2,349
Amounts Withheld		3,379	3,482
GST suspense account		8,472	4,323
Hire Purchase Liability		-	232
Employee benefits	5	13,656	9,992
Accrued Expenses - Other		3,183	2,451
Unspent Grants Carried Forward		1,437	2,069
Grants in Advance		7,156	30,943
Accrued Expenses - Superannuation		2,063	2,079
TOTAL CURRENT LIABILITIES		<u>41,613</u>	<u>57,920</u>
TOTAL LIABILITIES		<u>41,613</u>	<u>57,920</u>
NET ASSETS		<u>26,279</u>	<u>27,173</u>
MEMBERS' FUNDS			
Retained earnings	6	26,279	27,173
TOTAL MEMBERS' FUNDS		<u>26,279</u>	<u>27,173</u>



INCOME STATEMENT

GLEBE YOUTH SERVICE INC.
A.B.N. 34 929 502 199

INCOME AND EXPENDITURE STATEMENT
FOR THE YEAR ENDED 30TH JUNE 2012

2012
\$

DEPARTMENT OF FAMILY & COMMUNITY SERVICES

INCOME

Core Grant 239,667

Total Income 239,667

EXPENDITURE

Wages 168,849

Administration 56,488

Program 15,941

Total Expenses 241,517

Project Surplus/ Deficit (1,611)

CITY OF SYDNEY

INCOME

Income 158,043

EXPENDITURE

Wages 119,487

Administration 30,323

Program 8,233

Total Expenses 158,046

Project Surplus/ Deficit (3)



PROFIT & LOSS STATEMENT

GLEBE YOUTH SERVICE INC.
A.B.N. 34 929 502 199

PROFIT AND LOSS STATEMENT FOR THE YEAR ENDED 30 JUNE 2012

	2012 \$	2011 \$
INCOME		
Grants Received		
F & C.S Core Grant	251,467	237,812
City of Sydney Grant	175,610	156,958
The Becher Foundation	6,620	6,828
Project Funds	3,000	600
Mural Project Fund (Grant Brought Forward)	(586)	4,309
Other Revenue	2,168	5,204
Donations	864	1,442
	<u>439,143</u>	<u>413,153</u>
OTHER INCOME		
Interest Received	<u>4,177</u>	<u>4,929</u>
	<u>443,320</u>	<u>418,082</u>



PROFIT & LOSS STATEMENT

GLEBE YOUTH SERVICE INC.

A.B.N. 34 929 502 199

PROFIT AND LOSS STATEMENT FOR THE YEAR ENDED 30 JUNE 2012

	2012 \$	2011 \$
EXPENSES		
Auditor's Remuneration	2,500	2,400
Bank Charges	194	210
Consulting fees	19,887	-
Depreciation	2,895	1,840
Electricity	5,343	5,536
Equipment	4,195	4,115
Hire Purchase Charges	23	59
Insurance	3,302	3,228
Postage & Couriers	223	624
Reference Materials & Subscriptions	1,877	1,766
Repairs, Maintenance & Cleaning	11,947	9,126
Stationery & Office Supplies	1,107	3,235
Sundry Expenses	(1)	578
Telephone, Fax & Internet	8,427	9,968
IT Support	727	1,233
Personnel Costs		
Wages - Core	148,653	153,245
Wages - Casual	113,397	99,331
Fringe Benefits	43,145	32,255
Provision - Employee Entitlements	5,311	6,362
Superannuation	25,286	23,787
Workers Compensation Insurance	8,840	9,515
Staff Training & Welfare	1,654	3,073
Staff Recruitment	772	187
	<u>347,058</u>	<u>327,755</u>
Program Costs		
Camps	-	3,542
Vacation Care Costs	4,329	7,028
Groceries	22,758	28,007
Individual Work	-	400
General & Special Program Costs	4,720	3,729
Materials	291	280
Casework Expenses	158	137
Program Travel	2,254	1,620
	<u>34,510</u>	<u>44,743</u>
	<u>444,214</u>	<u>416,416</u>
(Loss) Profit before income tax	<u>(894)</u>	<u>1,666</u>

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